

REFERRAL NOTICE - IBEW LOCAL 124 DATE: 5/8/2017

301 EAST 103RD TERRACE, KANSAS, MO 64114

JOB # 12578

Morrison, Steven P.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:01:22 AM **EMPLOYER COPY**

(REFERRAL AGENT)

EXHIBIT

working dues deduction authorization Installer Tech-19

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the By aws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Steven P. Morrison SSN_
SIGNATURE DATE 5/8/17

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Steven P. Morrison	SS#	
SIGNATURE	DATE	5/8/17
$() \otimes$		

AUTHORIZATION FOR REPRESENTATION



Name Steven P. Morrison	Soc. Sec. No.:		
Home Address: _		Phone	
City: BLUE SPRINGS	State: MO	Zip: 64015	
5/8/17	ZIV	V-	
Date of Authorization Case 4:18-cv-00221-BCV	W Document 50-4	Signature Filed 02/19/20	Page 2 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Lewis, Craig A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:03:51 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION AUTHORIZATION Master Tech

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Craig A. Lewis	SSN	
SIGNATURE CLAY LULA	DATE 5/08/20/	>

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Craig A. Lewis	SS#	
SIGNATURE	DATE	

AUTHORIZATION FOR REPRESENTATION



Name Craig A. Lewis	Soc. Sec. No.:
Home Address:	Phone
City: ODESSA	State: MO Zip: 64076
5/08/2017	- Cray Lewis
Date of Authorization Case 4:18-cy-00221	BCW Document 50-4 Filed 02/19/20 Page 4



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Hagen, Chris A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:05:20 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION AUTHORIZATION WE Faller Tech - 19 I Hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.
When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.
This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.
This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable.

NAME (printed) Chris A. Hagen

SIGNATURE DATE 5-8-17

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Chris A. Hagen	SS#
SIGNATURE CLA	DATE 5-8-17

AUTHORIZATION FOR REPRESENTATION



Name Chris A. Hagen	Soc. Sec. No.	:	
Home Address:		Phone	
City: ST. JOSEPH	State: MO	Zip: <u>64506</u>	
5-8-17	\mathcal{L}	3 H	
Date of Authorization Case 4:18-cv-00221-B0	CW Document 50-4	Signature / Filed 02/19/20	Page 6 of



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Diggs, Thomas A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:02:36 AM **EMPLOYER COPY**

1	WORKING DUES DEDUCTION AUTHORIZATION IN Faller Tech - 18 I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.
	When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.
	This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.
	This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed)	Thomas A. Diggs	SSN	
	Monas 1. Dujus	DATE 8 May	2017

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Thomas A. Diggs	SS#	
SIGNATURE MANAGE A. DAM	DATE _	8 May 2017

AUTHORIZATION FOR REPRESENTATION



Name Thomas A. Diggs	Soc. Sec. No.	:
Home Address:		Phone:
City: KANSAS CITY	State: MO	Zip: 64132
8May 2017	Man	eas a Drive
Date of Authorization Case 4:18-cv-00221-BC	W Document 50-4	Signature Filed 02/19/20 Page 8 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Ferguson, Craig W.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:06:00 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION Inhereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from Bylaws of Local Union 124, and to pay same to said Local Union in accorda the Employer and the Union.	MAUTHORIZATION LEVEL Z Installer m and pay my working dues in the amount set forth in the ance with the terms of the bargaining agreement between
When working outside the jurisdiction of Local Union 124. The Employer in the Bylaws of the Local Union where the work is being performed and to	is authorized to deduct working dues in the amount set fortion pay same to that Local Union.
This authorization is voluntarily made in order to pay my fair share of the bargaining, and this authorization is not conditioned on my present or fut	Union's cost of representing me for the purposes of collective membership in the Union.
This authorization shall be irrevocable for a period of one year from the di whichever occurs sooner, without regard to whether I am a member of th authorization shall be automatically renewed and irrevocable for successive submitted in person or by certified mail, to you and the Union within the sauthorization. I understand that under current law the payments covered	e Union during that period, and I agree that this we periods of one year unless revoked, by written notice, ten (10) day period prior to the anniversary of this
NAME (printed) Craig W. Ferguson	SSN
SIGNATURE Cypul Legen	DATE 5-9-17
AUTHORIZATION FOR DEDUCTIONS	OF CONTRIBUTIONS TO
LOCAL 124 VOLUNTARY PO	OLITICAL FUND
I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from money on a monthly basis to the Local 124 Voluntary Political Fund.	m my pay \$0.03 per hour and to remit all such sums of
This authorization is made freely and voluntarily as a result of my desire to significant participant in the democratic process affecting local, state and for candidates favoring the interests of working people. This voluntary authorithe date hereof and shall be automatically renewed and irrevocable for such notice to IBEW Local No. 124 and my current employer more than ten (10)	ederal government and to advance the cause of issues and ization shall be irrevocable for a period of one (1) year from coessive periods of one (1) year unless revoked by written
The payments covered by this authorization are not deductible as charitable	le contributions for federal income tax purposes.
NAME (printed) Craig W. Ferguson	SS# _
SIGNATURE	DATE
AUTHORIZATION FOR REPR	RESENTATION



Name Craig W. Ferguson	Soc. Sec. No.:	
Home Address:		Phone:
City: INDEPENDENCE	State: MO	Zip: 64056
Date of Authorization Case 4:18-cv-00221-BCW	Document 50-4 Fi	Signature led 02/19/20 Page 10 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Kemper, Mike A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:05:40 AM **EMPLOYER COPY**

1	of	working dues deduction authorization (well 2 Installer
	hereby authorize and direct UNIVERS	AL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the
	Bylaws of Local Union 124, and to pay the Employer and the Union.	ame to said Local Union in accordance with the terms of the bargaining agreement between
	0	V
		of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth
į	n the Bylaws of the Local Union where	the work is being perfomed and to pay same to that Local Union.
,	This authorization is voluntarily made	order to pay my fair share of the Union's cost of representing me for the purposes of collective
-	pargaining, and this authorization is n	conditioned on my present or future membership in the Union.
	This authorization shall be irrougeable	are a portion of any year from the data house for well also a series of the data in the da
		or a period of one year from the date hereof or until the termination date of said agreement, d to whether I am a member of the Union during that period, and I agree that this
í	authorization shall be automatically re	ewed and irrevocable for successive periods of one year unless revoked, by written notice,
5	submitted in person or by certified ma	to you and the Union within the ten (10) day period prior to the anniversary of this
		current law the payments covered by this authorization are not deductible as charitable
N	IAME (printed) Mile A. Kemper	SSN
S	IGNATURE WAR	DATE 5/8/17
		HTHORIZATION FOR DECLICTIONS OF CONTRIBUTIONS TO
		UTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO
		LOCAL 124 VOLUNTARY POLITICAL FUND
n	hereby authorize and direct UNIVERS noney on a monthly basis to the Local	L SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of 24 Voluntary Political Fund.
т	his authorization is made fronk and w	luntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a
s	ignificant participant in the democrati	process affecting local, state and federal government and to advance the cause of issues and
C	andidates favoring the interests of wo	king people. This voluntary authorization shall be irrevocable for a period of one (1) year from
t	he date hereof and shall be automatic	ly renewed and irrevocable for successive periods of one (1) year unless revoked by written
11	otice to ibevi Local No. 124 and my c	rent employer more than ten (10) days prior to the anniversary of this authorization.
T	he payments covered by this authorize	ion are not deductible as charitable contributions for federal income tax purposes.
N	AME (printed) Mike A. Kemper	SS#
CI	GNATURE A	
31	GINATURE	DATE
	AU	THORIZATION FOR REPRESENTATION
		l authorize Local Union No. 0124 of the International
	ETHERHOOD OF ITS	Brotherhood of Electrical Workers to represent me, as my
	18 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	National Labor Relations Act (NLRA) Section 9(a) bargaining
		representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction
	WI SHIN	of the Union. This Authorization is nonexpiring, binding, and valid
		until such time as I submit a written revocation.
	Name Mike A. Kemper	Soc. Sec. No.:
	Home Address:	Phone:
	City: GRAIN VALLEY	State: MO Zip: 64029

Date of Authorization Case 4:18-cv-00221-BCW Document 50-4 Filed 02/19/20 Page 12 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Long, Ryan A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:02:02 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION AUTHORIZATION	Master	Tech
thorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my work	ing dues in the	amount set forth
ocal linian 124 and to may came to said I seel linian in accordance with the terms		

Thereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Ryan A. Long	SSN
SIGNATURE SIGNATURE	DATE 5-8-17

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) R	yan A.	Long	SS#		
SIGNATURE (for	7	DATE	5-8-	10
JIONATONE				, 0	

AUTHORIZATION FOR REPRESENTATION



I authorize Local Union No. 0124 of the International Brotherhood of Electrical Workers to represent me, as my National Labor Relations Act (NLRA) Section 9(a) bargaining representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is nonexpiring, binding, and valid until such time as I submit a written revocation.

Name Ryan A. Long	Soc. Sec. N	lo.:
Home Address:		Phone:
City: SHAWNEE	State: KS	Zip: 66216
5-8-17 Date of Authorization		Signature 10/20 Porce 1

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301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 05/08/2017 JOB # 12578

Paque, Michael R.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 8:43:35 AM **EMPLOYER COPY**

CO.	100 -1 T
I hereby authorize and direct UNIVERSAL SECURITY GROUP to dec	DUCTION AUTHORIZATION Master Tech duct from and pay my working dues in the amount set forth in the accordance with the terms of the bargaining agreement between
When working outside the jurisdiction of Local Union 124. The En in the Bylaws of the Local Union where the work is being perfore	nployer is authorized to deduct working dues in the amount set forthed and to pay same to that Local Union.
This authorization is voluntarily made in order to pay my fair share bargaining, and this authorization is not conditioned on my present	e of the Union's cost of representing me for the purposes of collective nt or future membership in the Union.
This authorization shall be irrevocable for a period of one year from whichever occurs sooner, without regard to whether I am a member authorization shall be automatically renewed and irrevocable for submitted in person or by certified mail, to you and the Union with authorization. I understand that under current law the payments of	successive periods of one year unless revoked, by written notice, hin the ten (10) day period prior to the anniversary of this
NAME (printed) Michael R. Paque	SSN
SIGNATURE WAS A CONTROL OF THE SIGNATURE	DATE 8 MAY 17
AUTHORIZATION FOR DEDU	ICTIONS OF CONTRIBUTIONS TO
LOCAL 124 VOLUN	ITARY POLITICAL FUND
I hereby authorize and direct UNIVERSAL SECURITY GROUP to dec money on a monthly basis to the Local 124 Voluntary Political Fund	luct from my pay \$0.03 per hour and to remit all such sums of
significant participant in the democratic process affecting local, star candidates favoring the interests of working people. This voluntary	authorization shall be irrevocable for a period of one (1) year from
the date hereof and shall be automatically renewed and irrevocable notice to IBEW Local No. 124 and my current employer more than	e for successive periods of one (1) year unless revoked by written
The payments covered by this authorization are not deductible as o	
NAME (printed) Michael R. Paque	SS#
SIGNATURE	DATE
AUTHORIZATION FOR	REPRESENTATION
I authorize Local Unio	on No. 0124 of the International



Name Michael R. Paque	Soc. Sec. No.:	
Home Address:		Phone:
City: KANSAS CITY	State: MO	Zip: 64109
n/n-e	8 11.24	2017



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Pyle, Eric R.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:03:06 AM

EMPLOYER COPY

WORKING DUES DEDUCTION AUTHORIZATION

Installer Tech-19

I bereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

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When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Eric R. Pyle	SSN	
SIGNATURE	DATE 5-8-17	

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Eric R. Pyle	SS#
SIGNATURE	DATE 5-8:17

AUTHORIZATION FOR REPRESENTATION



I authorize Local Union No. 0124 of the International Brotherhood of Electrical Workers to represent me, as my National Labor Relations Act (NLRA) Section 9(a) bargaining representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is nonexpiring, binding, and valid until such time as I submit a written revocation.

Name Eric R. Pyle	Soc. Sec. No.:		_
Home Address:		Phone:	
City: KANSAS CITY	State: MO	Zip: 64133	
5-8-17	Ahm		

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REFERRAL NOTICE - IBEW LOCAL 124 DATE: 5/8/2017

301 EAST 103RD TERRACE, KANSAS, MO 64114

JOB # 12578

Robinson, George E.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:00:27 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION AUTHORIZATION

Moster Tech	,	
ng dues in the amount set forth in the	/	
of the bargaining agreement between	/_	

Nereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed)_	George E. Robinson		SSN	
SIGNATURE	25	MCH	DATE	5-8-17

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) George E. Robinson	SS#
SIGNATURE	DATE

AUTHORIZATION FOR REPRESENTATION



I authorize Local Union No. 0124 of the International Brotherhood of Electrical Workers to represent me, as my National Labor Relations Act (NLRA) Section 9(a) bargaining representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is nonexpiring, binding, and valid until such time as I submit a written revocation.

Name	George E. Robinson		Soc. Sec. No.:	
Home	Address:			Phone:
City:	BLUE SPRINGS	State:	МО	Zip: 64015
				11/1/

Date of Authorization
Case 4:18-cv-00221-BCW Document 50-4 Filed 02/19/20 Page 20 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Siebenmorgen, Damian J. VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 8:58:59 AM **EMPLOYER COPY**

WORKING	DUES	DEDUCTION	AUTHORIZATION
---------	------	-----------	----------------------

Master Teet

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

6%

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being performed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable.

and the discourse of the payments covered by this authorization are not deductible as charitable
NAME (printed) Damian J. Siebenmorgen SSN
SIGNATURE Am / / DATE 5-8-17
AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO
O THE MENT OF CONTRIBUTIONS TO
LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Damian/J. Siebenmorgen

SS#

SIGNATURE

DATE 5-8-17

AUTHORIZATION FOR REPRESENTATION



Name Damian J. Siebenmorgen	Soc. Sec. No.	:
Home Address:		Phone:
City: INDEPENDENCE	State: MØ	Zip: 6/058/
5-8-17	1 lan	
Case 4:18-cv-00221-BCW		lle0 02/19/20 Page 22 of 30



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 5/8/2017 JOB # 12578

Smith, Robert D.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:04:36 AM **EMPLOYER COPY**

WORKING DUES DEDUCTION AUTHORIZATION

Senior Tech

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

6%

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being perfomed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed)_	Robert D. Smith	SSN	
SIGNATURE	R-S	DATE 5/8/1	7

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed	Robert D. S	mith	SS#	
SIGNATURE	R-	5_	DATE	5/8/17

AUTHORIZATION FOR REPRESENTATION



Name Robert D. Smith	Soc. Sec. No.:	
Home Address:	Phone:	-
City: GRAIN VALLEY	State: MO Zip: 64029	
S/8/17 Date of Authorization	A_Signature	



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 05/08/2017 JOB # 12578

Vandruff, Keith A.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

CONDITIONS:

SKILLS:

5/8/17 9:08:22 AM **EMPLOYER COPY**

WC I hereby authorize and direct UNIVERSAL SECUR	RKING DUES DEDUCTION AUTHORIZATION ITY GROUP to deduct from and pay my worki	Installer Tech-19 ng dues in the amount set forth in the	/
Bylaws of Local Union 124, and to pay same to s the Employer and the Union.			

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being perforned and to pay same to that Local Union.

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This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice. submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Keith A. Vandrufi	SSN
SIGNATURE	DATE 5-8-2017

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Keith A. Vandruff SS#	
SIGNATURE DATE	5-8-17

AUTHORIZATION FOR REPRESENTATION



Name Keith A. Vandrufi	Soc. Sec. N	No.:
Home Address:		Phone:
City: KANSAS CITY	State: MO	Zip: 64156
5-8-17	HS	6
Date of Authorization	-BCW Document 50-4	Signature Filed 02/19/20 Page 26



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 05/08/2017 JOB # 12578

Walk, Gregory C.

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY

GROUP.

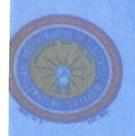
CONDITIONS:

SKILLS:

5/8/17 8:55:21 AM

EMPLOYER COPY

Bylaws of Local Union 124, and to pay the Employer and the Union. When working outside the jurisdiction in the Bylaws of the Local Union when This authorization is voluntarily made bargaining, and this authorization is no This authorization shall be irrevocable whichever occurs sooner, without regar	SAL SECURITY GROUP to description of Local Union 124. The left the work is being performing order to pay my fair shoot conditioned on my presented to whether I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial to the said Local Union 124. The I am a merial Union	in accordance with the te Employer is authorized to a ned and to pay same to th are of the Union's cost of r sent or future membership from the date hereof or union the date hereof or union during t	deduct working dues in the at Local Union. Tepresenting me for the public in the Union. Til the termination date of that period, and Lagree the	t set forth in the eement between ne amount set forth urposes of collective f said agreement, as this
authorization shall be automatically re submitted in person or by certified ma authorization. I understand that under	newed and irrevocable fo il, to you and the Union w	r successive periods of one rithin the ten (10) day peri	e year unless revoked, by	written notice,
NAME (printed) Gregory C. Walk		SS		
SIGNATURE DE C Wall	L		5-8-17	
	ALITHODIZATION COO DEL			
		DUCTIONS OF CONTRIBUTI	ONS TO	
	LOCAL 124 VOLU	JNTARY POLITICAL FUND		
I hereby authorize and direct UNIVERS money on a monthly basis to the Local	AL SECURITY GROUP to d 124 Voluntary Political Fu	educt from my pay \$0.03 nd.	per hour and to remit all s	such sums of
This authorization is made freely and vestignificant participant in the democratic candidates favoring the interests of worthe date hereof and shall be automatic notice to IBEW Local No. 124 and my current.	c process affecting local, s rking people. This volunta ally renewed and irreveca	tate and federal governme ry authorization shall be in ble for successive periods	ent and to advance the car revocable for a period of of one (1) year unless rev	use of issues and one (1) year from
The payments covered by this authoriza	ition are not deductible a	s charitable contributions	for federal income tax pur	rposes.
NAME (printed) Gregory C. Walk		SS#		
SIGNATURE		DATE_		
AU	THORIZATION FO	R REPRESENTATION	ON	ь
THEORY OF THE PROPERTY OF THE	Brotherhood of Elec National Labor Relation representative in colle employers on all present of the Union. This Au	tion No. 0124 of the Intention No. 0124 of the Intention of the Intention No. 0124 of the Intent	sent me, as my 9(a) bargaining esent and future vithin the jurisdiction g, binding, and valid	
Name Gregory C. Walk		Soc. Sec. No.:		
Home Address:		Phone		
City: ADRIAN	State: MO	Zip: <u>647</u>	720	
· NOIL		T-0-17		



301 EAST 103RD TERRACE, KANSAS, MO 64114

DATE: 05/08/2017 JOB # 12578

Pierceall, Ryan

VDVS TECHNICIAN

CONTRACTOR: UNIVERSAL SECURITY GROUP

ADDRESS / PHONE:

REPORT TO: SHOP

SPECIAL INSTRUCTIONS: BUSINESS MANAGERS REFERRAL TO LAN-TEL (D.B.A.) UNIVERSAL SECURITY GROUP.

CONDITIONS:

SKILLS:

5/8/17 12:44:20 PM EMPLOYER COPY

WORKING DUES DEDUCTION AUTHORIZATION

Installer Teeh-18

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from and pay my working dues in the amount set forth in the Bylaws of Local Union 124, and to pay same to said Local Union in accordance with the terms of the bargaining agreement between the Employer and the Union.

When working outside the jurisdiction of Local Union 124. The Employer is authorized to deduct working dues in the amount set forth in the Bylaws of the Local Union where the work is being perfomed and to pay same to that Local Union.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for the purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said agreement, whichever occurs sooner, without regard to whether I am a member of the Union during that period, and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked, by written notice, submitted in person or by certified mail, to you and the Union within the ten (10) day period prior to the anniversary of this authorization. I understand that under current law the payments covered by this authorization are not deductible as charitable

NAME (printed) Ryan Pierceall	SSN
SIGNATURE Shyan Revol	DATE 5.8-/7

AUTHORIZATION FOR DEDUCTIONS OF CONTRIBUTIONS TO

LOCAL 124 VOLUNTARY POLITICAL FUND

I hereby authorize and direct UNIVERSAL SECURITY GROUP to deduct from my pay \$0.03 per hour and to remit all such sums of money on a monthly basis to the Local 124 Voluntary Political Fund.

This authorization is made freely and voluntarily as a result of my desire to contribute to the Local 124 Voluntary Political Fund to be a significant participant in the democratic process affecting local, state and federal government and to advance the cause of issues and candidates favoring the interests of working people. This voluntary authorization shall be irrevocable for a period of one (1) year from the date hereof and shall be automatically renewed and irrevocable for successive periods of one (1) year unless revoked by written notice to IBEW Local No. 124 and my current employer more than ten (10) days prior to the anniversary of this authorization.

The payments covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

NAME (printed) Ryan Pierceall	S#		15	
SIGNATURE Byan Reviewed	DATE	5	-8-1-	7

AUTHORIZATION FOR REPRESENTATION



I authorize Local Union No. 0124 of the International Brotherhood of Electrical Workers to represent me, as my National Labor Relations Act (NLRA) Section 9(a) bargaining representative in collective bargaining with present and future employers on all present and future jobsites within the jurisdiction of the Union. This Authorization is nonexpiring, binding, and valid until such time as I submit a written revocation.

Name Ryan Pierceall	Soc. Sec. No.:	
Home Address: _	Phone:	
City: INDEPENDENCE	State: MO Zip: 64058	_
5-8-17	Regar Petrol	
Date of Authorization	0 Signature	

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